1:Gallin E-4,5 (1957-1958) 1966
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243 461 [177] [407] [426] [427] A group of ten laborers works in the field as a unit, usually taking turns at the different tasks. Four laborers will cut the rice while four others collect it and thresh it in the rotary foot-pedal threshing machine. (This machine was introduced by the Japanese in the 1930's, and is now found throughout the area.) The machine is sometimes owned by the land operator but is often either borrowed or rented. While the eight laborers are cutting and threshing, another laborer binds up the threshed rice straw, leaving it in bundles across the field. Still another laborer separates the rice from the straw in the box of the machine and puts the threshed rice into baskets, which are later carried to the farmer's house for drying, winnowing, and storing. The straw bundles are later collected and put in big stacks near the farmer's house. The straw is gradually used for fuel, compost, and animal bedding. [824]

243 433 [262] [231] [442] [256] The harvested rice is then used to pay taxes and rent and for fertilizer or for human and animal (fowl) consumption. The surplus may be sold either to an itinerant broker or one in Lukang. The rice which is eaten or sold to brokers is milled locally. One *chin* of land in the first crop produces about 7,000 to 8,000 *chin* of *tsai lai* rice, or about 10,000 *chin* of *p'eng lai* rice. (One *chin* is equivalent to one and one-third pounds.)

434 243 [423] However, the landholdings in Hsin Hsing are small, and it is fairly common for more than 50 percent of the village farmers not to realize any cash for the crop. The greater part of the rice crop in general, even in areas with larger landholdings, is used by the farmer to feed his family and to pay various operating expenses. These operating expenses include, beyond labor costs, the payment of taxes, land payments either to the government—if the land was purchased under the Land Reform Acts—or rent to a private landlord, and payment for fertilizer. (The payment of these expenses in kind creates a problem which will be discussed in some detail later in this chapter.)

243 If the third crop is wheat, it is planted immediately after the second crop, anytime from late October to early or even mid-December. Wheat in Hsin Hsing is harvested from mid-February to mid-March, depending on when it was planted. It is harvested by hand, the plant being pulled up root and all. It is threshed in the same machine used [407] for rice and then completely dried in the sun. Usually, a broker comes [442] to the village soon after the harvest to buy the farmers' wheat. Al- [435] though the price for a *chin* of wheat is higher than for a *chin* of rice, [433] one *chia* of land can produce less than half the amount of wheat than it can of rice. (One *chia* of land produces about 3,000–4,000 *chin* of wheat.) In the past the crops have often been plagued by a wheat disease, and for this reason many farmers still do not like to grow wheat.

244 In the Hsin Hsing area sweet potatoes are the principal dry-land

1:Gallin E-4,5 (1957-1958) 1966
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crop. Sweet potatoes can be grown in either cold or hot weather and on either wet or dry land, although somewhat wet, sandy soil grows the best and largest potatoes. Too much rain during the growing season will ruin the plant. For this crop a seedbed is prepared, and the seedlings are transferred into mounds in a large field, where the potatoes mature until they are harvested. In Hsin Hsing sweet potatoes are grown in two different seasons. The early crop is planted around mid-May and harvested between mid-November and mid-January, the late crop is planted around late October and harvested from mid-January through mid-March.

In the Hsin Hsing village area as in much of rural Taiwan, the sweet potato is a standard part of the diet. And although it is an important food for human consumption, it is probably even more important as a food for animals. A large part of the sweet potato crop is sliced or shredded, dried in the farmer's courtyard by women and children, and then stored for later consumption by humans and livestock. Villagers who harvest a large sweet potato crop on portions of their dry land usually save only part of it for their own future use; they sell the remainder for cash to other farmers in the surrounding area.

In dry-land cultivation two crops, such as the sweet potato and the soybean, are often planted side by side in alternate rows and allowed to mature in this way for the entire growing season. This system of planting is a variation of the *hutze* or interplanting system and is commonly employed for the third crop in Hsin Hsing and the surrounding area. The system "involves planting a crop in the field a few weeks before the harvest of the previous crop, [and] makes more intensive use of the land" (Chang, 1954:4). It extends the growing season and also gives the young plants a good start while the weather is still mild. For example, a few weeks before the mature second crop is harvested, the third crop is planted between its rows. This can be done even when the second crop is wet-rice, since water is not needed in the paddy fields in the last few weeks of growth.

Because operating expenses are high, as is the general cost of living today, and because the villagers do not have enough land to till, many find it increasingly difficult to make ends meet by growing only the standard rice crops. In such cases they have two alternatives; they can go to Taipei to work and earn extra income, or they can use their small amount of land in such a way as to obtain the largest possible income from it. The latter alternative is preferred by many who have found the best possible answer in the cultivation of vegetables for market sale.

It is common for farmers cultivating irrigated land to substitute other crops for rice on a portion of their land. Such substitute crops,

1:Gallin E-4,5 (1957-1958) 1966
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Such substitute crops, especially various kinds of vegetables, require more attention and labor than rice but have the greater advantage of yielding a larger and quicker cash profit. However, the farmer who grows these crops must use part of the cash he makes to buy rice, which must be used in exchange for fertilizer (obtainable only through government agents), for payment of taxes and/or rent, and for his family's consumption. Perhaps for these reasons, and also because one must be willing to take a chance with a new crop which may sometimes become diseased or fail completely, other farmers prefer to grow rice on their small landholdings and earn the necessary supplementary income by finding employment in Taipei, returning home to work the land during the busy seasons.

Sometimes, however, the decision to switch to another crop is forced upon even the most conservative rice grower. A shortage of irrigation water or a delay in its arrival may make it impossible to grow rice at all. If the last possible calendar date for transferring the rice into the paddy fields passes before the irrigation water arrives, the farmer is forced to substitute a crop which does not depend upon large quantities of water at special times.

To date farmers who have chosen or been forced to grow vegetables have found it both interesting and exciting, perhaps because it is still relatively novel. And although the new crop does require a great deal more work than rice, the vegetable growers seem to find great pleasure in comparing and discussing the progress of their vegetable crops. This apparent trend toward the cultivation of vegetables began about four or five years after the restoration of Chinese rule, at about the same time Hsin Hsing villagers began to go to Taipei in search of supplementary income. The trend was apparently created by the villagers' need for additional income, but at the same time it was made possible by significant changes in the procedure for growing vegetables.

In the early years before and just after the restoration, farmers planted vegetables mainly for their own use. A very few planted some cucumbers, peanuts, and maize as cash crops. Insects, a major problem, deterred many farmers from large-scale cultivation of vegetables for market sale. The vegetables had to be planted and harvested by certain dates for fear of the coming of insects. Because there were no insecticides, the villagers sometimes used ritual practices such as charms, the action of shamans, or village worship to get rid of the insects. Recently, however, the increased availability of insecticides has all but eliminated the insect threat, and most vegetables can now be grown almost anytime. The only limitations are those of temperature and water. Today some vegetables can be found in the market throughout the year, thus offering the population a greater variety of vegetables.

1:Gallin E-4,5 (1957-1958) 1966
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In Hsin Hsing village, intensive cultivation of vegetables for market sale began with the onion, the red pepper, and then the green pepper. Often, too many farmers planted the same vegetable, its market price dropped, and most of them then switched to another vegetable that promised a good market. Today many farmers carefully watch the market situation and through the radio, or more usually by word of mouth, observe the fluctuations in the price of various vegetables.

A progressive farmer who hears about a new vegetable crop being grown in the area or reads about a new crop in an agricultural magazine like *Harvest Magazine* may then try to learn how to grow the same vegetable by setting aside a small portion of his land for the experiment. Such was the case with the green pepper. It was first planted in Hsin Hsing for market about 1955. By 1958 there were more than eleven farmers marketing it.

In recent years more and more land surface in Hsin Hsing, as well as in the area generally, has been given over to the cultivation of vegetables. One estimate holds that today the Hsin Hsing land devoted to market vegetables is twice what it was eight or nine years ago and still increasing. In fact, a reliable informant estimates that, exclusive of income from labor outside the area, approximately 10 percent of the village income is now derived from marketing vegetables, 70 percent from rice, 10 percent from the mint plant, 5 percent from farm labor, and 5 percent from miscellaneous sources. Such an increase in vegetable cultivation certainly represents a trend toward crop diversification, with the result that now the area is becoming much less the one-crop area (rice) for which it was formerly known.

In addition to farmers who substitute vegetable growing for partial or total rice cultivation on their land, there are a few farmers who grow mint or sugarcane. While the vegetable farmers are men who were forced by climatic or economic necessity to grow alternate crops, the mint and cane growers are men who, by virtue of sufficient land and money, can afford to gamble on reaping a greater profit from the cultivation of an alternate crop. Such men chose to grow mint or sugarcane because they are long-term crops demanding much less labor, time, and energy than is required for vegetable cultivation.

The man who grows mint instead of rice usually has contacts outside of the village. He must be familiar with the menthol oil market, and especially with the local menthol-distilling factories which can distill his mint crop for sale to the dealers. At the same time, he must have enough time to tend to all the details of arranging for the distillation and sale of the menthol. Two of the few villagers in Hsin Hsing who frequently grow mint are former landlords who have many contacts outside the village through politics and business dealings.

The mint plant, planted only once a year, yields four harvests dur-

1:Gallin E-4,5 (1957-1958) 1966
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249 ing the course of that year. It can be planted anytime after the cold in mid-February and throughout March. The harvest then starts with the first cutting, about mid-May and throughout June. Once cut the crop grows again; in forty days it is ready for cutting. The third crop matures in about fifty days and the fourth in about sixty days. The last crop is harvested toward the end of November, before the cold weather and winds again set in.

249 184 Since sugarcane requires eighteen months to cultivate, the man who plants it instead of rice is usually one who has land enough—probably over one *chia*—to allow him to put a decent acreage into cane and still have enough left for crops which bring more immediate returns. And he must have enough capital or other means to finance his family during the long growing season of the cane.

249 433 435 178 Before the war, when the price of sugarcane was higher than it is today, many farmers in Hsin Hsing and the surrounding area grew this crop. Now, however, few farmers are willing to tie up their land for one crop of cane when the fields, over the same period of time, could otherwise produce four different crops. Those few farmers in the area who have recently cultivated sugarcane have done so in the belief that it would bring a greater profit than they could get from rice. However, in 1958 they were disappointed when the low market price of sugar brought them even smaller profits than they would have realized from rice. Today, despite the coaxing and cajolery of agents of the Taiwan Sugar Corporation, even these few farmers are loath to plant sugarcane, and the acreage devoted to cane in the area is steadily decreasing.

244 243 [312] The third annual crop is grown during the winter when there is no irrigation water available. In Hsin Hsing village and the area generally, the crops cultivated are wheat, sweet potatoes, soybeans, or vegetables such as the green bean. All are crops which do not require much moisture and can tolerate the cold and the strong winter winds. In fact, wheat cannot withstand the hot and often wet weather of the spring, summer, and early fall of the first and second crop periods, but needs rather cooler weather.

## THE VILLAGERS' VIEW OF THE CALENDAR AND THE AGRICULTURAL CYCLE

805 241 [171] [177] The basic traditional calendar in Taiwan is lunar, and lunar months are referred to here by numbers just as they are by the villagers. The more recent solar calendar is used when villagers refer to recently introduced legal functions such as school activities, tax collection, military conscription, and so on. Farmers almost always use lunar references when they discuss calendar dates for various agricultural

1:Gallin E-4,5 (1957-1958) 1966
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be a farmer like himself and "suffer on the land." He wants him to become a businessman or teacher for "although teachers and minor officials don't make much money, their work is easy." He wants his daughters to marry businessmen since "rather than having money only after the harvest, the businessman always has money coming in." Unfortunately, the farmer cannot always afford to educate his son beyond the primary grades. The family may not be able to afford middle school fees, or there may be a need for the boy's labor on the farm or for the income he can earn in some kind of menial work in Taipei. As for a daughter, in the traditional way of arranging marriages in rural society, often the best a father can do is marry her to the son of another poor farmer like himself. There is an old saying *"Men t'ang hu tuei,"* which means that a suitable marriage joins families of the same social standing. Thus, as the farmer sees it, his situation is a vicious circle: his socioeconomic condition itself bars any hope for improvement for himself or his children.

Yet, for most who remain in the village, there is a certain ambivalence in attitude. In spite of the statements just quoted, for many of them sentiment still runs high for life in the village and on the land. There is a certain amount of security on the land and in the village where life has meaning and regularity. There is a time for work and time for play, and the villager is somebody with a definite place in the scheme of things.

This sentiment is shared and actually more explicitly expressed by the group of families in the village earlier described as unable to reap an adequate living from their small landholdings. Of this group of perhaps no more than ten families, the adult male members had previously sought supplemental income in the city but were either unable or unwilling to adjust to city life. Some could not find secure jobs which would enable them to support their families there, and feared the effects, especially on their children, of the split household. Others had misgivings about exposing their families to the corrupting effects of urban life, even though it would have been financially feasible to move the whole family to the city.

It is the families of this group which have been influential in making the growing and marketing of vegetables as a cash crop an important part of village livelihood. They are willing to take the gamble still present in vegetable growing, since they see it as the only possible way of earning enough money on their insufficient landholding to enable them to remain in the village.

Thus, not only does out-migration of Hsin Hsing villagers to the city have direct consequences for village life but the attempt of several families to find ways for the whole family to remain in the village has its effects on the village as a whole. Some of these farmers are success-

3:Wolf F-5 (1959-1961) 1968 AD5 Taiwan Hokkien AD5
Peihotien



understandings. She is an uneducated woman who rarely ventures beyond the village world of her childhood; he is a sophisticated man who must compete in a business world that is becoming less and less tolerant of small family enterprises.

Before her foster father's death, A-pou accepted the division of labor in the family without questioning its fairness. Now she does not. One day while I helped her prepare some radishes for market, she talked to me with unusual bitterness: "The money in our family is all handled by Lim Chieng-cua and his wife. We work ourselves to death, and they take the profits. Except for the money we make by selling a *jin* of this or that to a neighbor, we give them every cent of the money. If Lim Chieng-cua doesn't see us take out the scales to sell something, his wife does and tells him about it. Last night Chui-ieng saw me selling fifty *jin* of radishes and right away she went into the house and told her husband who came out to see what I was doing. I knew he came out to see what I was going to get and so even though I had intended to give him the money, I purposely did not give it to him.

"When A-bok and I used to take vegetables to Lungyen to sell, we gave all of the money to Lim Chieng-cua except for our train fare and a few dollars we spent to buy bean curd for our lunch. Chui-ieng hires someone to wash her children's clothes. We work hard so that she can take it easy.

"When my father was alive, it wasn't like this. We had fish and meat on the table every day, and we even had to tell him not to buy so much food. We bought all of our vegetables. Now we have to eat what we raise. We used to have three people working for us in the fields, now we have none. At that time our family could save a little money each year, but now Lim Chieng-cua always says we haven't enough money to live on and even has to borrow money. My father gave me NT$200 every time we sold pigs because I was the one who raised the pigs. Since my father died, we have sold pigs seven or eight times, earning NT$17,000 to NT$18,000, and Lim Chieng-cua has not given me even one dollar. Last time we sold pigs, I told him I wasn't going to raise them anymore. So I want to see where he will get this much money now. This year we will make about NT$10,000 on the peanuts, but it will all go to Lim Chieng-cua. When my father was alive, he gave me a little money each time we made a sale, saying, 'You have worked very hard so take this money and spend it on yourself.' Now I can't plan on getting even a dollar for my own use.

3:Wolf F-5 (1959-1961) 1968 AD5 Taiwan Hokkien AD5
Peihotien



willing to discuss certain topics with nearly anyone, but A-bok is even more cautious. There are a few long-standing trusted friends of the Lim family who serve formally and informally as peacemakers and as witnesses. As head of the family, Lim Chieng-cua often waits for their visits to air any grievances. This makes A-bok think of the friends as his uncle's rather than the family's and he hesitates to confide even in them. His mother seems to be the only person with whom he speaks frankly.

I hinted and probed for months before I got so much as an admission from him that there were problems within the family. Finally, my assistant and I came across him in a peanut field glutted with weeds. He was weeding frantically and clearly feeling very low. We spent the afternoon pulling weeds which came out somewhat easier than this interview:

"You have been living in our house for a long time now. I am sure you can see that our family is very complicated. I don't much like to talk about family business. If I told people outside the family, they would laugh and say, 'Oh, so the Lim family has *that* much trouble getting along with each other.'

"Look at this field! I have so many different things to do that I can't finish one before I have to jump to the other one. Since I planted this field, it has only been weeded once, and that's when I hired Ong A-giok to weed it. If grandfather were alive, the field wouldn't look like this. There wouldn't be a single weed and those ragged wind breaks would all be trimmed. It just couldn't be like it is now! It shames me."

We worked in silence for ten minutes or so and then A-bok continued, "If you compare the amount of work done by my family and by my uncle's family, who does the most? You just look around you. Even when my uncle sees that I am so busy he won't tell his children to do some easy job like taking the buffalo out to graze when they come home from school. This is work that farmer's children should do, but my uncle never urges his eldest son to do it. I have this many things to do all by myself, and then I have to do children's work too. What is going to keep the fields from growing to weeds? There isn't anyone who doesn't know how to just sit and receive. If he wants the fields full of weeds, I can do that too.

"The generations before me kept this land always planted and always in good order. How can I let them run down and lie fallow?

423 chia of paddy land two years prior to the Land-to-the-Tiller act. Due to its location, they let it out to a tenant and, in turn, rented as tenants an equivalent piece adjacent to their respective main holdings. They lost the purchased piece to the tenant but were unable to claim the rented equivalent piece since it was owned by a small landlord, one with less than 3.0 chia. There were several [601] similar cases in the li. Often there was bitterness generated in the exchanges for the landlord-tenants were sometimes ch'in t'ang (agnatic relatives by virtue of possessing the same surname) and even ch'in tsu (agnatic relatives with demonstrated descent).

311 The second most important category was dry land which was quite fragmented but less so than paddy land. The total of 21.0568 chia is divided into 124 plots for a mean size of .1698 chia. The range is from .0003 chia to 2.5435 chia. The medium of .0435 chia once again indicates most plots are considerably smaller than the mean.

• 244 245 311 This land is devoted primarily to tea, oranges, sweet potatoes and miscellaneous vegetables. The biggest plot, 2.5435 chia, is a single tea farm cultivated by hired labor but owned by a Sanlei villager. Dry land typically is grade 19, less valuable than paddy fields.

311 The third and largest category is mountain or wooded land, 30.2435 chia. Some of this has been left in

consulted with extension agents and the farmers' association. Other villagers are watching closely.

The village is close to Taipei and seemingly could share in the truck garden market, but no village in the immediate area other than one village, about two miles distant, participates. The latter was chosen by the farmers' association in Hsin Tien as a model village for vegetable production. After seeds, assistance, and guidance were provided by three technological experts who were assigned nearly full-time, the returns have been very high. The experts have withdrawn except for one who returns periodically for consultation as the innovated system is now self-generating. That is, it appears the village will continue to raise vegetables for the market without further stimulation.

Other villages have observed the techniques of growing and marketing vegetables but there has yet been little diffusion. The techniques are considered complex, the dangers of market fluctuation high, and the experience regarding potential damages by insect and weather nonexistent. There is interest however and the passage of time is likely to result in copying.

As can be seen in the detailed descriptions provided for growing other crops, farm technology is highly complex and villagers regard a skilled farmer as a master of a trade. Although anyone can do some farming tasks,

241 the necessary skill to make correct decisions takes con-
463 siderable time to acquire. One of the reasons for this is the fact that some problems appear rarely. The infrequency does not imply a lack of seriousness for the loss of a full crop only once every fifteen or twenty years is still a disaster. The infrequency of some kinds of problems does
24 delay the introduction of new crops. Moreover, this belief
463 that farming is a highly skilled trade inhibits the full
562 use of women. It is believed that women do not have sufficient time to learn all the skills because of their household responsibilities. Additionally, there are restrictions on male-female interaction and since an individual learns part of his farming skills by talking at length to other farmers, women are handicapped by the restrictions on communication with skilled farmers who are presently all males.

• 244 Sweet potatoes are important in the village, but
[231] were never grown for sale until recently. A small nearby dairy, one year old, keeps its cows inside a building and feeds them by hand. Sweet potato leaves are purchased from Sanlei villagers to supplement the hand-picked grass
[438] and commercial fodder. Four older men cultivate bamboo shoots, minor amounts of which go to the market in Hsin
443 Tian. Vegetables of various kinds are grown in the village although only a few are sold and those only through the

443 local stores (20% discount) or to the nearby mine dormitories (10% less than town prices with free delivery).

Subsistence Crops

243 By this category, I refer to those items grown for
244 home consumption. A major item is sweet potatoes which can be grown on dry land in small scattered locations. Occasionally, they are planted at the end of the second crop in a paddy field but in this case, it is not possible to plant the first rice crop the following year. However, the yield is high and part of the field can be used for
262 the rice seedlings. Sweet potatoes are an important part
252 of the local diet, particularly in the form of a fried
231 sweet-potato pancake, steamed, or as a kind of mush. Also, both the leaves and potatoes are excellent for animal
251 fodder. Sliced in chips and dried in the sun, sweet potatoes can be readily preserved for future consumption.
244 When sweet potatoes, which take six months to mature, are planted after the second rice crop, raddish is inter-
[251] planted in a multiple cropping technique. Raddishes, which only take 60 days to mature, are dried and preserved with salt or pickled.

244 Almost every house, even those with no other agricultural activities, will have a small nearby vegetable garden. Several of the very small plots of land away from the households are also devoted to vegetables, but not any

244 great distance due to the necessity for liberal application of excrement, human and animal. Although night soil is rated higher than chemical fertilizers, farmers find [462] using it distasteful. Application of excrement is usually by men, although women do most of the tending of vegetable gardens including planting. With rare exceptions, only sweet potatoes and bamboo shoots are ever grown far from the household.

The kinds of vegetables vary with the season, i.e., [443] certain weather is best for certain items. Currently, most vegetables are available in the Hsin Tien market [262] year around. However, village menus stress the vegetables which are maturing in the village. Even if a household is out of a certain vegetable in its own plot, if it is now in season, it will still be purchased because the price in Hsin Tien is probably very low. Important vegetables include bamboo shoots, cucumbers, green pumpkin, squash, beans, ginger, leafy vegetables, onions, leeks, [263] and cauliflower. Soy beans are raised and many households prepare the soy sauce without which few meals are possible.

Animal Husbandry

231 Important animals for food in the village are pigs, [235] chickens, and ducks. As previously stated, there are only three water buffalo in the village. A count of animals made on November 4, 1966 is used as a basis for the discussion of animal husbandry but variance would not be great

511 janitor and small repairman for a university building at
463 465 $1,300.00 per month. He repairs miner's caps (lights) in the evening in his spare time for two of the mines and nets about $200.00 per month and also works about 3 to 4 days per month as a farm laborer at a daily rate of $50.00. His wife works periodically picking tea or weeding and subject to seasonal variation, earns about $2,500.00 per year. His mother earns another $2,000.00 yearly as a [434] mid-wife. The total yearly income is about $24,600.00.

511 The family is renting a house and houseland up the [244] hill at one end of the village which has some nearby land on which the family raises sweet potatoes and vegetables [262] for personal consumption. Sweet potatoes are an important part of their daily diet but usually in conjunction with [235] rice. They also raise several chickens (about 15 at a time) and eat some and trade others.

Monthly expenses just about match monthly income. [466] Liao Kao-mu's job provides an excellent health insurance [745] plan for the entire family which eliminates medical expenses. The family's future plans are to continue his job which is reasonably secure and features periodic raises and a yearly bonus. The mountain field mortgage is now over 80% discharged and in another year will be in full production. As soon as it is free and clear, he plans to purchase another piece of mountain land and has already

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221 Late July, August, September--Light. Fertilize, weed, and apply insecticide to paddy fields twice. Fertilize and cultivate orange orchards. Weed tea fields and continue harvest.

[244] October, November--Very Busy. Harvest second rice crop. Prepare fields and plant vegetables. Complete last small harvest of tea.

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221 December and January--Moderate. Harvest vegetables and oranges. Plant and transplant tea bushes and orange trees.

241 The above schedule provides a general picture of the agricultural activities devoted to the major crops but there are
244 many other minor crops which are not listed. Vegetables are planted, fertilized, weeded, and harvested during various periods all year around. For example, onions and leeks are planted and harvested during nine different months of each
343 year. Finally, during any slack period, trees may be cut down and left on the ground in open piles until sufficiently dry to be carried down the mountainside for home consumption or sale.

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464 Currently, the ecological adjustment is such that the demand for labor is spread relatively evenly over the entire year. There are now only two periods lasting a total of about eight weeks when there are serious labor shortages and conversely, only about six or seven weeks when there is a moderate to heavy labor surplus.

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464 When the village was first established, the main crops were subsistence vegetables and paddy rice. Rice production in a double cropping area necessarily involves large seasonal variations in the demand for labor.